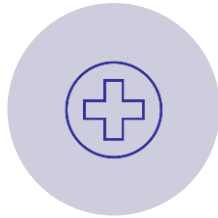


What does this mean for recruitment?



166 wte Registered Nurse
vacancies
(all grades)
not recruited to



Expected turnover
(not retirement)
c. 125 per year



Protected class retirement
c. 25 per year
Up to 50 in 2021/22



Domestic recruitment
c.170 per year



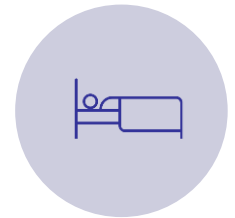
Expansion in nursing
students
Up to 92 in 2023/24
(additional 40 per year)



Alternative workforce
models
Blended teams including
AHPs, ACPs & HCSs

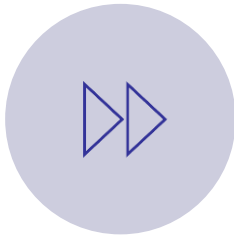


Ongoing international
recruitment
40 in 2021/22
20 in 2022/23



Bed expansion =
additional international
recruitment

What does this mean for retention?



Career development
underpinned by fast
track and PDPs



Leadership
development



Retirement pathways



Looking after our WWL
colleagues



Behaviour framework
How we do things



Psychological safety
and learning culture



Go Engage
The WWL Way

What does this mean for reducing harm to our patients?



Safer staffing needs to link directly with reduction of harm



Triangulation of all data sources is crucial



Focusing on all elements of clinical care



Linked directly with Quality Strategy
Embed lessons learnt throughout the organisation



Monitor progress through clinical audit

FUTURE PLANNING



COVID

=

IPC GUIDANCE

SAME DAY EMERGENCY CARE

GREEN SITES

WAITING LIST BACKLOG

HIGHER ACUITY

INCREASED LENGTH OF STAY

CASE MIX REDUCTION



EXPANSION

=

RAEI = CAU & BRYN

LEIGH = LAKEVIEW

WRIGHTINGTON = IDA / AMBULATORY / INPATIENT